

# **EXHIBIT 3**

EEOC Form 161 (11/16)

## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

## DISMISSAL AND NOTICE OF RIGHTS

To: **Rabie Chillmon**  
**c/o Meredith W. Buckley, Esq.**  
**MALKINSON & HALPREN, P.C**  
**33 North Dearborn, Suite 1540**  
**Chicago, IL 60602**

From: **Chicago District Office**  
**230 S. Dearborn**  
**Suite 1866**  
**Chicago, IL 60604**



On behalf of person(s) aggrieved whose identity is  
**CONFIDENTIAL (29 CFR §1601.7(a))**

EEOC Charge No.

EEOC Representative

Telephone No.

**440-2020-03396 AMENDED**

**Brandi Kraft,**  
**Investigator**

**(312) 872-9662**

## THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:



The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.



Your allegations did not involve a disability as defined by the Americans With Disabilities Act.



The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.



Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge



The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.



The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.



Other (briefly state)

## - NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

On behalf of the Commission

*Julianne Bowman/msd*

October 2, 2020

Enclosures(s)

**Julianne Bowman,**  
**District Director**

(Date Mailed)

cc: **VILLAGE OF EVERGREEN PARK**  
**c/o Julie Bruch, Esq.**  
**O'Halloran Kosoff Geitner & Cook, LLC**  
**650 Dundee Road, Suite 475**  
**Northbrook, IL 60062**